

1 SB232  
2 159178-4  
3 By Senator Ward  
4 RFD: Finance and Taxation Education  
5 First Read: 21-JAN-14

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4 ENGROSSED

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7 A BILL  
8 TO BE ENTITLED  
9 AN ACT

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11 To provide each employee of certain boards of  
12 education with a one-time lump sum bonus of one percent for  
13 fiscal year 2014-2015 only; to provide that each employee of  
14 certain boards of education shall receive the bonus according  
15 to placement on the appropriate salary step; to provide  
16 support employees of certain boards of education with a  
17 one-time lump sum bonus of one percent for the fiscal year  
18 2014-2015 only; to provide the employees of certain other  
19 public educational institutions and schools with a one percent  
20 lump sum bonus for the 2014-2015 fiscal year only; and to  
21 establish miscellaneous pay provisions relating to public  
22 education.

23 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

24 Section 1. PAY BONUS, FY 2014-2015. (a) The State  
25 Budget Officer shall allocate to the State Board of Education,  
26 the Board of Trustees of the Alabama Institute for Deaf and  
27 Blind, the Board of Youth Services School District, the Board

1 of Directors of the Alabama School of Fine Arts, and the Board  
2 of Trustees of the Alabama School of Mathematics and Science  
3 and for disbursement to the employees thereof funds based on  
4 the criteria established in this act. It is not the intent of  
5 this act to make appropriations, but the appropriations  
6 required by this act shall be made in the annual Education  
7 Trust Fund budget act for the designated fiscal year.

8 (1) Certificated Personnel (K-12). For the 2014-2015  
9 fiscal year only, each certificated employee at all city and  
10 county school systems and the teachers at the Department of  
11 Youth Services School District shall receive a one percent  
12 bonus in a lump sum on December 1, 2014. All certificated  
13 employees shall be guaranteed the bonus which shall be equal  
14 to one percent of their salary according to their placement on  
15 the appropriate salary step on the State Minimum Salary  
16 Schedule contained in the annual budget act for the public  
17 schools for fiscal year 2014-2015. The provisions and  
18 requirements of this act shall be in addition to the  
19 provisions of Section 16-13-231.1, Code of Alabama 1975,  
20 relating to the State Minimum Salary Schedule which provides  
21 that each certificated employee shall be properly placed on  
22 the local salary schedule according to degree earned and years  
23 of public education service (either in-state or out-of-state),  
24 which shall be not less than the amounts appropriated for the  
25 State Minimum Salary Schedule. The employee shall be paid  
26 according to degree earned and length of public education  
27 experience. The one-time lump sum bonus provided by this act

1 shall be given to each person employed for the 2014-2015  
2 fiscal year only in addition to any state or local step  
3 increase to which the employee is otherwise entitled. The  
4 local board of education shall transmit to the State  
5 Department of Education the appropriate notice of the earned  
6 advanced degree for each employee in a timely fashion;  
7 thereafter, the employee shall be paid for the advanced degree  
8 as soon as the degree is certified to the State Department of  
9 Education as being earned.

10 (2) Education Support Personnel (K-12). For the  
11 2014-2015 fiscal year, a one percent lump sum bonus shall be  
12 paid to each public education support worker and adult bus  
13 driver employed full-time on December 1, 2014 for the  
14 2014-2015 fiscal year only in addition to the salary received  
15 during the 2013-2014 fiscal year, except employees covered  
16 under the state's Merit System at the Department of Youth  
17 Services District. Each governing body or authority shall  
18 establish and maintain a salary schedule for each class and  
19 type of employee. The base rate of pay for part-time support  
20 employees shall be increased by one percent for fiscal year  
21 2014-2015 only. A separate local salary schedule shall be  
22 established and maintained for each specific job performed.

23 (3) AIDB. For the fiscal year 2014-2015 only,  
24 certificated and full-time support employees at the Alabama  
25 Institute for Deaf and Blind shall receive a one percent bonus  
26 in a lump sum on December 1, 2014. The bonus provided in this  
27 act shall be in excess of the salaries received during the

1 2013-2014 fiscal year. The base rate of pay for part-time  
2 support employees shall be increased by one percent for the  
3 2014-2015 fiscal year only.

4 c. Miscellaneous Requirements. The AIDB board shall  
5 establish and maintain a salary schedule for each class and  
6 type of employee. The bonus contained in this subsection shall  
7 be paid to each employee.

8 (4) Two-Year Postsecondary Institutions. For the  
9 fiscal year 2014-2015 only, a one percent bonus in a lump sum  
10 shall be given to each person employed by the two-year  
11 postsecondary institutions in addition to any step increase to  
12 which the employee is otherwise entitled. The amount of the  
13 bonus shall be equal to one percent of their salaries as  
14 indicated in salary schedules established by the State Board  
15 of Education and shall be paid on December 1, 2014. The  
16 Postsecondary Education Department shall take proper steps to  
17 ensure that employees on all salary schedules are given full  
18 credit for prior work experience in the public schools and  
19 colleges, and shall take care to ensure proper placements on  
20 the salary schedules. Placement on the revised salary  
21 schedules shall be in accordance with the employee's length of  
22 service in public education. No bonus shall be given to any  
23 two-year postsecondary employee in excess of one percent,  
24 except as specifically provided in this act.

25 (5) Miscellaneous provisions. The following  
26 provisions are hereby established:

1           a. Fiscal Year. All salaries and salary increases  
2 which are established by the State Board of Education shall be  
3 paid in full to each person employed before the end of the  
4 applicable fiscal year as defined in Section 16-1-1 of the  
5 Code of Alabama 1975, as amended.

6           b. Extended Work. Public K-12 school employees on  
7 contracts which extend beyond 187 days, or the hourly  
8 equivalent thereof, shall be given a pro rata salary increment  
9 for each or partial day of work extending beyond 187 days.

10          c. Local Increment. The one-time lump sum bonus  
11 provided in this act for teachers shall be exclusive of any  
12 local pay increase granted or due to teachers under provisions  
13 of any local salary schedule. The one-time lump sum bonus  
14 required by this act for public school support personnel shall  
15 be in addition to any pay increase due or granted to the  
16 employee under provisions of any local salary schedules. The  
17 bonus provisions of this act shall not apply to any salary  
18 supplements granted by local boards of education, bonuses  
19 earned for certification by the National Board of Professional  
20 Teaching Standards, or the federal portion of the salary paid  
21 to a Junior Reserve Officer Training Corps (JROTC) instructor  
22 employed by a local school board.

23          d. Community Education. Each county and city board  
24 of education shall have the option to exclude from the  
25 provisions of this act any part-time employees of community  
26 education or school-sponsored child care or child enrichment

1 program which is supplemental to the state-required  
2 educational program.

3 e. Local Chief Executive Officers. The bonus  
4 provisions of this act shall not apply to superintendents of  
5 education of any school system or institution. Any bonus given  
6 to the superintendent shall be by majority recorded vote of  
7 the governing body or authority.

8 Section 2. The one-time lump sum bonus granted in  
9 this act is for fiscal year 2014-2015 only. Nothing in this  
10 act shall authorize this bonus increase or any other  
11 additional pay increases in subsequent years.

12 Section 3. The provisions of this act are severable.  
13 If any part of this act is declared invalid or  
14 unconstitutional, that declaration shall not affect the part  
15 which remains.

16 Section 4. This act shall become effective  
17 immediately following its passage and approval by the  
18 Governor, or its otherwise becoming law.

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Senate

Read for the first time and referred to the Senate  
committee on Finance and Taxation Education ..... 21-JAN-14

Read for the second time and placed on the calen-  
dar with 1 substitute and..... 26-FEB-14

Read for the third time and passed as amended .... 27-FEB-14

Yeas 21  
Nays 10

Patrick Harris  
Secretary